1981 STUDENT FOLLOW-UP

SURVEY

RESULTS

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INTRODUCTION

The following report will present the results of the first annual Student Follow-up Survey conducted by the Prince Edward Island Department of Labour in the summer of 1982. As the questionnaire was developed jointly a similar survey was also carried out in Nova Scotia and New Brunswick. Each province was responsible for the implementation of its survey and the analysis of the results.

University and Community College Post-Secondary graduates who graduated in 1981 were surveyed approximately one year after graduation. Graduates of Canada Employment and Immigration Commission (CEIC) sponsored skill courses were also included in the survey. Only CEIC sponsored skill courses exceeding 20 weeks in length were included.

Two other reports have been prepared based on the survey results, namely the Handbook of Labour Market Outcomes and the Manpower Training Implications of the Student Follow-up Survey. Copies of the Handbook are available from the Department of Labour or Island Information Services, 102 Kent Street, Charlottetown, P.E.I.

The first section of the paper will discuss the methodology of the survey including the objectives and the various procedures that were employed. The overall results of the survey will be summarized in the second section of the paper.

OBJECTIVES

In order to ensure that the questionnaire would yield the desired results, a list of objectives was outlined. Once the list of objectives was finalized by the three provinces (Nova Scotia, New Brunswick and Prince Edward Island), the final draft of the questionnaire was completed.

The overall objective of the survey was to gather information from the 1981 graduates that would enable the Departments to determine the labour market outcomes of graduates.

PRE-TEST

The University of Prince Edward Island and Holland College provided the names and addresses of their 1981 graduates to the Department of Labour.

Pre-test questionnaires were sent out to fifty graduates of the carpentry and stenography courses at Holland College to determine if the questionnaire had any design problems. There were no major changes made to the questionnaire although a few minor changes were made. For example, instead of asking when they started and finished the course, the question was revised to specifically ask for the month and the year that they started and finished the course.

The pre-test also served as a means of identifying any problems that might occur in the coding of the questionnaires. No major changes in coding were made as a result of the pre-test. Appendix B and D present a copy of the questionnaires that were administered.

MAIL-OUT PROCEDURES

Prior to mailing the questionnaires, the Department issued a press release to ensure the students

and the public were aware of the survey.

Following is the procedure used in mailing out the questionnaires. First, each of the questionnaires were stamped with a red stamp CONFIDENTIAL. A label was put on the questionnaire, and the mailout envelope. The questionnaire accompanied by a letter signed by the Minister of Labour and self-addressed return envelope were sent to the graduate. A total of 841 questionnaires were mailed out on 2 July 1982 with a return date of 23 July 1982.

RETURN PROCEDURE

A daily record was kept of the number of questionnaires returned, by institution. As each questionnaire was returned, the name of the graduate was checked off on the master list.

CODING

Two different questionnaires were developed, one which was sent to Holland College and Canada Employment and Immigration Commission sponsored graduates and the second to University of Prince Edward Island graduates. The different questionnaires were used in order to prevent asking questions not applicable to all graduates.

When coding questionnaires from Holland College the Canadian Classification and Dictionary of Occupation (CCDO) was used to record the course the graduate had taken as well as his/her present occupation. When coding the questionnaires from University of Prince Edward Island graduates, the CCDO was used only in recording the occupation of the graduates. A separate code was used in coding the major and degree of the individual. This was done because of the difficulty in correlating the university major with an occupation.

The 1981 Standard Industrial Classification (SIC) manual was used to code the industry in which the graduates were employed.

The major coding difficulty was the section on previous education as the design of the question seemed to be confusing for respondents.

FOLLOW-UP SURVEY

A follow-up of those graduates who did not return their questionnaire began on 5 August 1982 with approximately 500 questionnaires being mailed out 10 August 1982.

In an effort to increase the response rate in the follow-up survey, two new covering letters were written. The Chairman of Student Services for Holland College signed their letter and the President signed the University of Prince Edward Island follow-up letter. A second press release was also written to encourage graduates to fill out and return the questionnaires. The follow-up resulted in a fairly substantial increase in the response rate.

Table 1 presents the response rate by course for the University, Community College and Manpower Graduates. Overall the response rate was as follows:

RETURN RATE	64.2%
TOTAL NUMBER OF SURVEYS SENT	811
TOTAL NUMBER OF SURVEYS RETURNED	482
RATE (%) OVERALL	59.4

TABLE 1 - RESPONSE RATES

HOLLAND COLLEGE POST-SECONDARY

COURSE	SURVEYS SENT	SURVEYS RETURNED	RATE (%)
Accounting	12	10	83.3
Business Administration	18	12	66.7
Commercial Design	16	10	62.5
Construction Technology	7	5	71.4
Dental Assisting	29	23	79.3
Early Childhood Education	7	6	85.7
Electronics Technology	12	9	75.0
Environmental Technology	12	7	58.3
French Secretarial	5	2	40.0
Hotel-Motel Restaurant Operations	6	1	16.7
Legal Secretary	8	7	87.5
Medical Support Services	7	7	100.0
Mental Retardation Worker	18	10	55.6
Office Studies	50	38	76.0
Photography	11	8	72.7
Police Technology	66	36	54.5
Property Appraising	8	5	62.5
Resources Planning	3	1	33.3
Retail Management	6	4	66.7
TOTAL	301	201	66.8

RETURN RATE = 66.8%

TABLE 1 - RESPONSE RATES

UNIVERSITY OF PRINCE EDWARD ISLAND

COURSE	SURVEYS SENT	SURVEYS RETURNED	RATE (%)
Education	42	20	47.6
English	19	11	57.9
History	22	19	86.4
Languages	8	7	87.5
Philosophy	1	1	100.0
Religious Studies	3	1	33.3
Anthropology	2	0	.0
Business Administration	72	50	69.4
Economics	5	3	60.0
Political Science	6	3	50.0
Psychology	28	19	67.9
Sociology	6	4	66.7
Biology	18	12	66.7
Engineering	21	10	47.6
Mathematics	3	2	66.7
Chemistry	3	3	100.0
Physics	4	2	50.0
Other	14	11	78.6
Public Administration	8	5	62.5
TOTAL	285	183	64.2

TABLE 1 - RESPONSE RATES

CANADA MANPOWER TRAINING PROGRAM (CMTP)

COURSE	SURVEYS SENT	SURVEYS RETURNED	RATE (%)
Appliance Repair	19	8	42.1
Carpentry	25	8	32.0
Commercial Training	44	19	43.2
Computer Programmer	9	4	44.4
Cooking Hotel/Motel	13	4	30.8
Cosmetology	24	9	37.5
Electrical Construction Wiring	1	1	100.0
Electronics	2	0	0.0
Engineering Graphics	2	1	50.0
Finish Carpentry	8	2	25.0
Forest Ranger	2	0	0.0
Heating, Ventilating, Air Conditioning	9	4	44.4
Licensed Nursing Assistant	9	6	66.7
Marine Engineering	13	8	61.5
Mechanical Trades	11	2	18.2
Marine Navigation	9	7	77.8
MVR	12	10	83.3
Welding	13	5	38.5
TOTAL	225	98	43.6

RETURN RATE = 43.6%

As one can see there is significant variation in the response rates by course. Overall, the Holland College Post-Secondary students had the highest response rate of 67%, followed by U.P.E.I. at 64% and Canada Employment and Immigration Commission sponsored courses at 44%.

The major question is, how did the students fare? How many found employment? What are the characteristics of graduates? The remainder of the paper will focus on the

results of the survey.

CHARACTERISTICS OF UNIVERSITY GRADUATES

SEX

Of the 184 graduates who responded, 48% were male and 52% were female.

AGE

Each respondent was asked to indicate his/her year of birth which was used to calculate age. The overall average age was 25 which is what one would expect given the fact that most graduates would have attended university for four or five years. The youngest graduate was 20 and the oldest graduate was 63.

LOCATION

Graduates were asked to indicate where they currently lived which was compared to their home address. Approximately 83% of the graduates lived on P.E.I. prior to attending university, compared to 65% who listed P.E.I. as their current address after university.

Thus, 18% (or 34) of the graduates moved from P.E.I. after they had completed their university education. The popular destination seemed to be Alberta as nine of the graduates moved there. It is not possible to estimate how long graduates would either stay on P.E.I. or remain elsewhere.

Respondents were also asked to indicate if they attended university full time or part time. As one might expect, the majority (85%) attended university on a full time basis.

PREVIOUS EDUCATION

Several surprising characteristics emerged from the previous education data. First, approximately 17% (or 33) had a previous degree which is higher than

one might expect. Education, history and biology were the majors for those persons with a previous degree. Of those who had a previous degree science, arts and education were the most common degrees.

PREVIOUS WORK ATTACHMENT

Approximately 33% (60) of the respondents had worked full time (30 or more hours per week) before attending university. This, of course, would include those who were attending university on a part-time basis as well as those who had taken time off between high school and university.

The occupation in which students were employed prior to attending university was also coded. The number (17) involved in the teaching occupations reflects the number of teachers attending university on a part-time basis. Managerial, administrative and related occupations (11 students) as well as the service occupations (9 students) tended to account for some of the employment. Overall, there did not appear to be a consistent trend as those who worked prior to attending university, did so in a variety of occupations.

Data were also obtained on the length of the previous work attachment. the majority (58%) were in the occupation two years or more which again reflects the part-time students. On the other hand, 30% of the students had been in their previous jobs for less than a year. Thus, it would appear that those with a previous work attachment tended to be in their positions for a long period of time. Results seem to reflect the trend of teachers working full time and attending university part-time in order to obtain their degree.

ACTIVITIES SINCE GRADUATION

Students were asked to provide an indication of the length of time spent since graduation in the following activities: Working full-time, (30 or more hours per week), working part-time (29 or fewer hours) in school, unemployed and carrying out family and household responsibilities. Respondents seemed to find the question confusing as some of the results were contradictory.

On the average, students worked full time for 38 weeks since graduation, ranging from four to 60 weeks of employment. Approximately 57% of the students reported full time employment. Some students, however, were only able to find or chose work part-time. Of those working part-time, they worked 16 weeks on the average.

The length of time unemployed varied from one to 46 weeks with an overall average of 16 weeks out of work. Approximately 21% of the students recorded at least one week of unemployment, which is lower than one might expect given the current economic recession.

For those who spent some weeks in school, 28 weeks was the overall average. The results are confusing as some students reported they spent only three weeks in school, which might mean they began full time post-graduate work but discontinued. The range of responses, from two to 59 weeks with no apparent trend makes the results difficult to interpret.

Some (7%) of the students reported spending time discharging family and household responsibilities. The number of weeks spent on this activity

ranged from four to 52 weeks, with an overall average of 22 weeks. Clearly some students spent considerable time involved in family and household responsibilities. Perhaps some had no inclination to enter the labour force after graduation.

Thus, approximately 57% reported full-time employment and 9% part-time employment. The overall length of unemployment for students was 16 weeks with 21% reporting at least one week of unemployment. The remainder of the graduates were attending school, discharging family and household responsibilities or involved in other activities. The results would seem to be encouraging as 79% of the students did not report any unemployment. As well the average length of unemployment was 16 weeks to four months. In a survey of 1976 graduates conducted by Statistics Canada, it was found that students were out of work and looking for a job 5.2 months on the average in the two years since graduation. Hence the average of 16 weeks reported in the survey is somewhat lower than the average from the previous survey. However, the Statistics Canada survey is over a two year, not a one year period which may have influenced the results.

LABOUR MARKET OUTCOMES

Usually one of the key determinants of the success of a training or education program is whether or not students are able to obtain employment. This has been a matter of considerable debate as some would argue that whether or not the student has obtained a job is not as significant as whether or not they increased their knowledge while at university. This paper will report on the labour market outcomes of graduates, however, this does not suggest that there are no other tangible benefits provided by attending university.

Thus the results should not be interpreted as supporting the philosophy that education is worthless unless it leads directly to employment.

The following section will describe the labour market outcomes of those who graduated from university in 1981. Information on both the employed, unemployed and those attending school will be provided. The discussion will begin with an analysis of the overall outcomes of graduates.

LABOUR MARKET OUTCOMES OF 1981 GRADUATES

Respondents were asked to indicate in which of the following act vities they were presently engaged, employed, unemployed, full time study or other activities. Table 2 provides the results:

TABLE 2 - LABOUR MARKET OUTCOMES OF 1981 UNIVERSITY GRADUATES

CATEGORY			MALE		FEMALE	
LABOUR FORCE	NUMBER	PERCENTAGE	#	%	#	%
Employed	122	87.7	54	90	68	86.0
Unemployed	17	12.2	6	10	11	13.9
TOTAL	139	99.9	60	100	79	99.9
OUT OF THE LABOUR FORCE						
Studying full time	40	21.7	25	28.4	15	15.6
Other	2	1.1	0	0	2	2.0
Missing	3	1.6	3	3.4	0	0

1981 STUDENT FOLLOW-UP SURVEY QUESTION 10

In calculating the employment rates it is important to compute the results based on the total number in the labour force which excludes those who are studying full time or out of the labour force (e.g. discharging

family and household responsibilities).

Both employment and unemployment rates should be based on those who are in the labour force which includes those who are working or looking for work. If the rates are calculated on the basis of the total number of respondents, it tends to reduce both the employment and unemployment rates which, of course, is misleading. As well, it should be mentioned that respondents completed the questionnaire during the summer months which is the peak employment period on Prince Edward Island, which might have increased the actual employment rates. Steps have been taken to eliminate this problem in the survey of 1982 graduates. The survey will be administered prior to July which should reduce any over-estimation of the employment rates.

The employment rates are consistent with those reported in the 1976 survey of graduates conducted by Statistics Canada. Their survey showed an 11.7% unemployment rate two years after graduation compared to 12.2% in the 1981 Student Follow-up Survey.

The number studying full-time is higher than one might expect as the data reveal that one in every five graduates is studying full-time. This percentage may have been influenced, however, by the inclusion of pre-engineering students as most go on to further study.

Nevertheless, the majority (76%) of the 1981 University graduates are in the labour force (in other words working or looking for work).

There are also very few differences between the males and females in terms of employment and unemployment. More males, however, were studying full-time as compared to females. Statistics Canada in their survey of 1976 graduates found differences between the male and female employment and unemployment rates. The differences between the results of the two surveys may be explained by one of two factors: (1) Possibly women are making significant gains in the labour market or (2) perhaps the results are biased towards employed females and unemployed males.

The following sections will analyze the labour market outcomes in terms of employment, unemployment or studying full-time. Detailed data are available on those who are employed for example, occupation, average number of hours of work, average yearly earnings, length of time in present job and whether or not the job is related to the individual's education. The results are not broken down by major, however, the data are available in the following publication - Handbook of Labour Market Outcomes of 1981 Graduates from University of Prince Edward Island, Holland College Post-Secondary Courses and Canada Employment and Immigration sponsored courses.

EMPLOYMENT OUTCOMES OF GRADUATES

OCCUPATION

Graduates tended to be employed in a wide variety of occupations. Table 3 presents the number employed broken down by two digit Canadian Classification and Dictionary of Occupation (CCDO) which is a code assigned based on the duties performed by the employee.

TABLE 3 - OCCUPATIONS OF THOSE UNIVERSITY GRADUATES WHO ARE EMPLOYED

OCCUPATION	CCDO	NUMBER	PERCENTAGE
Managerial Administrative and Related Occupations	11	40	32.8
Occupations in Natural Sciences	21	6	4.9
Occupations in Social Sciences	23	4	3.2
Occupations in Religion	25	1	.8
Teaching and Related Occupations	27	40	32.8
Artistic, Literary	33	2	1.6
Clerical and Related Occupations	41	9	7.3
Sales Occupations	51	7	5.7
Service Occupations	61	8	6.5
Farming Horticultural	71	2	1.6
Product Fabricating/Assembling and Repairing	85	1	.8
Transport Equipment Operating	91	2	1.6
		122	

SOURCE : Question 10A - 1981 Student Follow-up Survey - University

As Table 3 demonstrates, graduates tend to be employed in one of two major occupational categories, managerial administrative and related and teaching and related occupations. These occupations would seem to be ones that may require university graduates. On the other hand, graduates are involved in a variety of occupations that would not seem to require university graduates, for example, clerical, sales and service occupations.

Thus it is apparent that some graduates are working in occupations not directly related to their education. This could be as a result of two entirely separate factors. First the individual was unable to obtain work in their field or possibly the individual chose to work in a field not related to their study

for example, a student may decide to work in agriculture after receiving his/her education. (This will be discussed in more detail in a later section).

Graduates were asked to indicate whether or not their job was related to their education. Table 4 provides the results from the question.

TABLE 4 - EMPLOYED GRADUATES ASSESSMENT OF THE RELATIONSHIP BETWEEN THEIR EDUCATION AND THEIR JOBS

CATEGORY	NUMBER	PERCENTAGE
Directly related to education	81	66.4
Indirectly related to education	21	17.2
Unsure	2	1.6
Not at all	18	14.8
TOTAL	122	100

SOURCE: Question 10(i) 1981 Student Follow-up Survey - University

The majority (66%) were working in occupations directly related to their education with a further 17% in occupations indirectly related to their education, for a total of 83%. Statistics Canada in their 1976 survey of graduates found that 79% were in jobs directly or indirectly related to their education. Although the percentages are almost the same, the distribution between direct and indirect is different. For instance, the Statistics Canada Survey reported 49% in jobs directly related to their education compared to 66% in the Department of Labour survey.

Thus, based on the data more 1981 graduates are employed in jobs directly related to their education. However, approximately 17% of the graduates, although employed, were not in jobs related to their education.

Graduates were also asked to indicate the main reason the job was unrelated to their education. As one might expect, the major reason graduates were not in a job related to their education was because they could not find one. The data confirm this as 88% of those in jobs not related to their education cited the main reason as unable to find a job. The remainder indicated they either did not look for a job or could earn more at other work.

Overall, graduates tend to be employed in occupations related either directly or indirectly to their education. Possibly if employment opportunities become more and more restricted, there will be an increase in the number of graduates working in jobs related to their education.

Data are not available to indicate the graduate's satisfaction with their course of study, but one might expect that those unable to find work related to their education might have regretted their course of study. For example, in the Statistics Canada survey of 1976 graduates 29% regretted their course of study. Possibly if students had more labour market information available then this could reduce the number of students in this category.

INDUSTRY

Other data are also available on those who were employed at the time of the survey. The industry where the graduate worked was coded based on the graduates listing of the industry.

Although graduates were employed in a variety of different industries, the majority were employed in the following elementary/secondary education (27) accounting bookkeeping services (16), economic services administration (6), human resource administration (6)

(e.g. housing or research administration), general administration (6), human resources administration (6) and chartered banks (5). Thus, graduates are working in a variety of occupations, however, it is apparent that the majority tend to be teaching, or in administrative occupations (including financial). One might expect that the graduates would be working in a wide variety of industries as a result of the diverse types of education.

HOURS OF WORK

The respondents were asked to indicate the average number of hours they worked per week. Graduates worked anywhere from 15 to 60 hours per week with an overall average of 39.5 hours. Approximately 41% of the graduates worked 40 hours per week, whereas only 3% worked 29 hours or less per week.

Thus, the majority (97%) of graduates were working 30 hours or more per week which indicates that most have been successful in obtaining full time employment.

LENGTH OF TIME IN PRESENT JOB

When graduates were asked to indicate how long they had been in their present job, it was found that the results were somewhat contradictory when compared with their response to the amount of time they had spent working since graduation, (e.g. in their job for a longer period of time than was noted in the activities since graduation). As well, for those attending university part-time, the response to the question would have included the time period prior to graduation in May.

Even though the results are contradictory, it is interesting to note that the average amount of

time spent in the current job was 42 weeks. This average is about what one might expect as the graduates had been out of school for almost 70 weeks. Also, some graduates may have been in a job for several months and then changed jobs which would, of course, reduce the amount of time spent in the current job. About 20% of the graduates had been in their jobs for less that 24 weeks, but most (52%) had been in their present job for 50 weeks or more.

Overall, the data reflect that the majority of graduates had been able to obtain employment for a significant number of weeks since graduation.

ANNUAL EARNINGS

Data are also available on the annual earnings of those graduates who provided the information. One of the difficulties with the annual average information was some graduates were working at only a part year job which reduced the annual earnings. The overall annual average was $19,010, with the male average being $19,397 and the female average $18,800. This is a somewhat surprising result as the 1976 survey found the average male rate to be $1,100 more than the female rate.

Thus it would appear from the student follow-up results that females have narrowed the gap between the male and female earnings to $600. The average rates seem high when one compares it to the average weekly wage on P.E.I. (which was $279.34 in July of 1982) multiplied by 52 weeks which is $14,525 over the year.

Overall then, males do make more than females, also university graduates even those with very little experience tend to make higher than the average weekly

wage earner. One might account for the high average annual earnings by considering that the part-time students are included in the data. For example, a teacher who took his/her education degree on a part-time basis would be included in the data which would artificially increase the average.

UNEMPLOYMENT

As noted previously, fewer than 20 university graduates were unemployed, hence the data are limited. The graduates were asked to select the main reasons for the unemployment. The obvious answer was that they could not find a job related to their education or they could not find any job. One person indicated personal and family responsibilities was their reason for unemployment while two others said they lacked work experience.

It is interesting to note that no-one indicated illness or disability or unwillingness to relocate as the main reason for their unemployment. The lack of employment opportunities seemed to be the major reason for the graduates unemployment. Three of the graduates had jobs to start in the near future, which would of course reduce the number who are unemployed.

FULL TIME STUDY

Forty of the 1981 University graduates had decided to go on for further full time study. The occupations were coded on the basis of the program of study that the graduates indicated they were pursuing. Some of the graduates were completing their education after receiving a diploma, for example 10 of those who were studying full time were in engineering and four were training to be physicians. Five

were studying full time in the social sciences, for example, economists, lawyers or sociologists.

When respondents were asked if they were attending school due to lack of employment opportunities, only four (10%) indicated they were. In sum, then those who went on to further full time study usually did so for other reasons besides a lack of employment opportunities. If the economic recession continues possibly more and more graduates will choose to go on for further full time study rather than risk a prolonged period of unemployment.

FUTURE PLANS

Respondents were asked what they intended to do in the next 12 months. The following table presents the results.

TABLE 5 - FUTURE PLANS OF UNIVERSITY GRADUATES

FUTURE PLANS	NUMBER	PERCENTAGE
Stay at present job	92	50
Look for a job	36	19.6
Take further education	40	21.7
Neither work nor look for work	1	.5
Leaving Province to work	4	2.2
Other	4	2.2

SOURCE: 1981 Student Follow-up Survey Question 2

Most (50%) of the university graduates intended to stay at their present job, while others intended to take further education or training (22%) or look for a job (20%). Thus it would appear that one in two graduates wanted to change their current activity either by finding a new job or taking further

education or training.

The percentage taking further education is understandable as some of the courses such as pre-engineering require additional education before a degree is granted. The number who will be looking for a job during the next 12 months could be those who were currently employed in a job unrelated to their education (which has been termed under-employment). Possibly some graduates in a job related to their training are not satisfied with their current employment. Hence, graduates have different future plans.

SUMMARY OF UNIVERSITY GRADUATES LABOUR MARKET OUTCOMES

The majority of university graduates were employed with an overall unemployment rate (for those in the labour force) of 12%. Approximately 22% of the graduates were studying full time. For those respondents who were able to obtain employment, the majority worked in either teaching and related occupations or managerial, administrative and related occupations. Most (66%) were in jobs directly related to their education while 17% were working in jobs indirectly related to their education.

Approximately 15% of the employed graduates were in jobs unrelated to their education. They indicated that they were unable to find a job related to their education.

Industries such as elementary/secondary education, accounting bookkeeping services and various types of administrative services were the major employers of University of Prince Edward Island's 1981 graduates.

Very few (3%) were working part-time (29 hours or less), as well the average number of hours worked was 39.5 hours per week. Also, graduates

were employed on the average for 42 weeks at their present job.

The average annual earnings for 1981 university graduates was $19,010, with males making $19,397 and females making $18,800 on average.

For those unemployed, the lack of employment opportunities was the main reason given rather than any other such as illness or disability, unwillingness to relocate or personal or family responsibilities. Only three of the unemployed had jobs to start in the near future.

Those studying full time were more likely to be training to be engineers, physicians or in social sciences and related occupations. About 10% of those attending full time study did so because of the lack of employment opportunities.

One in two of the graduates planned to remain in their present job in the next 12 months, with 22% planning further education and 20% planning to look for a job.

In summary, the graduates demonstrated, on the whole, very positive labour market outcomes.

Two other groups of graduates were also surveyed in the summer of 1982, namely the community college post-secondary graduates and the Canada Employment and Immigration sponsored course graduates. The remainder of the paper will describe the characteristics, previous education and employment, activities since graduation and their labour market outcomes.

Since the length of time spent training, the types of training and the educational background are totally different no attempt will be made to compare the three groups.

COMMUNITY COLLEGE

CHARACTERISTICS OF GRADUATES

SEX

Of those community college graduates who responded 64% or 128 were female with the remaining 73 respondents being male. This percentage is consistent with the Statistics Canada 1976 survey of Community College graduates.

AGE:

Respondents were asked to indicate their date of birth which was used to calculate their age. The average age of respondents was 23 years which suggests that some of the students did not go directly from high school to the community college courses. The oldest respondent was 54 and the youngest was 20. The majority (55%) of respondents were either 21 or 22 years of age.

LOCATION:

Graduates were asked to correct the name and address on the label, if necessary. The location on the label and the corrected name and address were used to code the location prior to and after the course.

Since graduation, 10% of the graduates have moved outside the province with 18 of the 20 graduates going to Alberta to seek employment. Those graduates who left the province tended to be from the small communities across the Island. On the other hand, Charlottetown gained graduates, which suggests that graduates tend to move to the larger centres.

This trend is consistent with the migration

pattern observed in the 1976 census. Once again, it is apparent that some of the small communities are losing their young people to larger urban centres or other provinces.

PREVIOUS EDUCATION

Holland College graduates were asked to indicate their education level prior to enrolling in the course. Approximately 29% of the graduates had some previous post-secondary education. Surprisingly, 39 (19%) had some university education with one individual having a Bachelor of Arts degree. Thus, one in every five Holland College graduate had attended university for a period of time.

An assessment of their majors while at university yields some interesting results. Four of those who had left university to attend Holland College were business administration majors, while others majored in Sociology (4), political science (3) psychology (2) and French (2). Students also had majored in other subject areas such as biology (1) and education (1).

Data were also available on any previous post-secondary courses that might have been taken. It is interesting to note that six had previously taken a secretarial course, three had taken nurses training and two had been involved in retail management. Overall 25 (12%) had received a diploma or certificate from a previous course. Thus, it is apparent that those attending a community college post-secondary course had diverse backgrounds as some took university and others post-secondary courses. As well, only 5 (3%) had been registered in an apprenticeship program - they had been registered in the program for less than one year.

In summary, 12% had a previous diploma or

certificate, 3% had been in apprenticeship for less than one year and fewer than 1% had a university degree. About 29% had some type of post-secondary training prior to entering the community college course they graduated from 1981.

PREVIOUS WORK ATTACHMENT

When asked "did you work full-time (30 or more hours per week) during the year prior to entering the course identified in Question 3? 106 individuals or 53% responded in the affirmative. It would seem then that those attending community college are more likely to have worked during the previous year.

Graduates worked in a variety of different occupations prior to enrolling in their community college course. Following is a list of some of the occupations where graduates were employed: Tellers and Cashiers (12); Waiters (10); Sales Clerks (5); Labourers (5); Salesmen (5); Truck Drivers (3); Deck Officer (1); Elementary Kindergarten Teachers (2); Industrial Farm Machinery Mechanic (1).

Thus the graduates previous employment ranged from unskilled to skilled work, but the majority tended to be occupations requiring at least some training.

When asked the length of their previous work attachment, the results clearly illustrated that some graduates had a definite work attachment of two years or more. Obviously some of the graduates had worked for a period of time prior to entering the community college course.

One could argue that working after completing high school enables students to make better career choices, however, it is difficult to prove. As well having previous work experience may improve the student's chances of obtaining employment once they completed their training.

ACTIVITIES SINCE GRADUATION

Graduates were asked to estimate the number of weeks they spent in various activities. The following section will present a summary of the students activities since graduation.

On the average, students worked full time (30 or more hours per week) for 41 weeks. Some students worked as many as 80 weeks while others worked as few as five weeks. Approximately 44% of the students worked 40 weeks or less since graduation. Approximately 25% of the respondents did not record any weeks of full time employment, thus 75% reported at least some weeks of full time employment. Only 30 respondents (15%) recorded some weeks of part-time employment with a range of two to 59 weeks. Overall, graduates worked on the average of 14 weeks part-time. A graduate could have reported both full and part-time employment but in total 90% of the graduates reported either full or part-time employment or both.

Approximately 34% of the graduates reported periods of unemployment ranging from two to 52 weeks. The average length of time unemployed was 16 weeks or four months. Thus 66% of the graduates did not report any periods of unemployment. The 16 week average is somewhat lower than the 7.2 months (approximately thirty weeks) Statistics Canada reported in their

survey of 1976 university and community college graduates. Based on the data, it would appear that the graduates have spent less time unemployed. Nonetheless, the discrepancy in the results could be explained by differences in methodology or a lower response rate.

Only nine respondents (5%) spent any time in school since graduation, as well 15 (7%) spent some time discharging family and household responsibilities.

Overall, the results are encouraging as 90% of the graduates reported either full or part time employment or both since graduation. Also, 66% of the repondents did not report any periods of unemployment which is higher than one might expect given the current economic circumstances. This of course, suggests that the labour market outcomes of graduates will be positive.

EMPLOYMENT STATUS

One of the indicators that some students use in the selection of a course is whether or not graduates of the course have been able to find jobs. The following table presents the number and percentage of community college students by employment status.

TABLE 6 - LABOUR MARKET OUTCOMES OF THE 1981 COMMUNITY COLLEGE GRADUATES

CATEGORY	NUMBER	PERCENTAGE	MALE #	MALE %	FEMALE #	FEMALE %
LABOUR FORCE						
EMPLOYED	70	87.6	66	92.9	104	84.5
UNEMPLOYED	24	12.3	5	7.0	19	15.4
TOTAL	194	99.9	71	99.9	123	99.9

TABLE 6 (continued)

CATEGORY	NUMBER	PERCENTAGE	MALE #	MALE %	FEMALE #	FEMALE %
OUT OF THE LABOUR FORCE						
Studying full time	3	1.5	0	0	3	2.3
OTHER	3	1.5	2	27	1	.8
Missing	1	.5	0	0	1	.8

SOURCE: Question 11, 1981 Student Follow-up Survey

As mentioned previously, both the employment and the unemployment rates are calculated on the basis of the total number in the labour force rather than the total number of respondents. This prevents the artificial reduction of the employment and unemployment rates.

The overall unemployment rate is 12.3%, with females at 15.4% compared to 7% for males. Females are much more likely than males to be unemployed. Both sexes have a very good employment rate with, 85% of the females in the labour force being employed compared to 93% of the males.

The difference (8%) between male and female employment rates is higher than the less than 1% recorded in the Statistics Canada Survey of 1976 Graduates. This would seem to suggest that females are now finding it more difficult to obtain employment as compared to the males. Also, one cannot rule out the possibility that the results are biased towards unemployed females and employed males. Nonetheless, the overall employment rates for males and females are good.

A very small percentage of the graduates are studying full time or involved in other activities. Thus one could assume that the majority of graduates from the community college are entering the labour

force rather than attending school or involved in other activities such as travel or discharging family and household responsibilities.

OCCUPATION

The occupation the graduate was employed in was coded based on the occupation title, as well as the description of duties provided by the graduates. Table 7 presents the number of graduates employed by two digit occupation.

TABLE 7 - OCCUPATIONS OF THOSE COMMUNITY COLLEGE GRADUATES WHO ARE EMPLOYED

OCCUPATION	CCDO	NUMBER	PERCENTAGE
Managerial Administrative and Related	11	7	4.0
Occupations in Natural Sciences	21	9	5.2
Occupations in Social Sciences	23	1	.6
Teaching and Related	27	2	1.2
Occupations in Medicine and Health	31	25	14.6
Artistic, Literary Performing Arts	33	4	2.3
Clerical and Related	41	56	32.7
Sales Occupations	51	9	5.2
Service Occupations	61	47	27.4
Farming	71	1	.6
Mining	77	1	.6
Processing	81.82	1	.6
Product Fabricating, Assembling & Repairing	85	1	.6
Construction Trades	87	1	.6
Transport Equipment Operating	91	1	.6
Other Crafts & Equipment Operating	95	2	2.4
TOTAL		171	99.5

SOURCE: Question 11, 1981 Student Follow-up Survey

As Table 7 clearly demonstrates, most (82%) of the employment is in two specific occupational areas, clerical and related (33%) and service occupations (27.4%) as well 14.6% work in occupations in medicine and health. These percentages are understandable when one considers that some of the larger courses at the College are in office studies, clerical and related, police technology (service occupations) and dental assisting (medicine and health).

Some (10%) of the graduates worked in either managerial, administrative and related occupations (4.0%) or the natural sciences occupations (5.2%). The remaining graduates were dispersed in a variety of occupations such as teaching and related (1.2%) sales (5.2%) and artistic, literary and performing arts (2.3%).

Employment outcomes may also be related to the individuals previous work experience. Earlier it was shown that a significant number (53%) of graduates had worked prior to attending Holland College. Thus some of the employment outcomes may have been related to their previous work attachment. Possibly some students chose to work in their previous occupations after their training.

It is apparent from the range of occupations that some are working in jobs not related to their training. Overall, 57% responded that their job was directly related to their training, 17% indirectly and 16% in jobs unrelated to their training. The results are quite similar to those reported in the Statistics Canada survey of 1976 graduates where it was reported that 63% were working in jobs indirectly related to their training. However, the Statistics Canada survey found 33% working in jobs partially related to their training compared to the 17% in the Department of Labour's Student Follow-up Survey.

This would suggest that later graduates, perhaps as a result of economic conditions, take jobs that are unrelated to their training. When questioned as to why they were working in a job not related to their training, the majority (18 of 25) said it was because they could not find a job. Four of the 24 said they could earn more money at other work and one had a job related to his/her training that did not work out.

Thus, the majority of those working in a job unrelated to their training did so because they were unable to obtain related work. If the current economic recession continues, one could expect this trend to persist or even intensify.

INDUSTRY

Graduates were working in numerous industries, with the majority being employed in the following industries: Protective Service (27); Offices of Physicians, Surgeons and Dentists (17); Hospitals (9); General Merchandize Stores (6); Accounting, Bookkeeping Services (6); Economic Services Administration (6); Non-institutional Social Services (6); Hotel/Motel (5); Photographers (4); Chartered Banks (3);

As one can see there is a wide variation in the industries where graduates are employed. This of course, reflects the diversity of the training offered at Holland College. As well, it highlights the fact that training in one particupar occupation may allow one to work in very diverse industries.

For example, a secretary could work in government or in a general merchandise store. Thus those making career decisions should bear in mind that some occupations permit employment in completely different industries.

HOURS OF WORK

Graduates worked from eight to sixty hours per week with 8% working 32 hours or less. Approximately 52% of the graduates worked a 40 hour week, with the average being 38.8 hours per week. Hence, most (92%) of the graduates are working 35 or more hours per week which suggests that very few are working part-time. One may work part-time out of choice or an inability to obtain full-time employment. No data are available to determine the reasons for part-time work. One might expect that given the current recession more might work part-time because of a lack of full-time employment opportunities.

EARNINGS PER WEEK

Graduates earned on the average $251.00 per week or $13,364 per year. Income from employment ranged from $34 - $820 per week with 72% earning less than $280. It is interesting to note that the average weekly wage on Prince Edward Island, according to Statistics Canada, for July of 1982 was $279.00, which indicates that the majority of graduates earned less than the average weekly wage for the industrial composite as determined by Statistics Canada in their monthly survey of employers.

The wage rates are understandable as some of the graduates would lack work experience in their area of training. Some of the wage rates however, are much

higher than the average wage, probably because of those graduates working in high skill occupations.

The average annual income reported by Statistics Canada for 1976 college graduates was $11,300, while the Department of Labour Survey showed an average of $13,364, up by $2,064. The Statistics Canada Survey found that males earned $12,000 while females earned $10,900., a difference of $1,100 or 10.1%. In the Department of Labour Survey, on the other hand, males on the average earned $15,444 per year (obtained by multiplying average weekly wage by 52), while the average female earned $11,596 - a difference of $3,848 or (33.2%) or triple the Statistics Canada figure. Again, this may be due to two different factors. First the wage gap between males and females is increasing or the results of the survey are biased towards males who are highly paid and females who are not. It is not possible to determine if there is a bias in the survey; however, some data are available to assess thepattern of male/female wage discrepancy. Statistics Canada provided some experimental income data for the 1976-1979 period for Prince Edward Island which shows that the gap between male and female earnings has been increasing.

This would seem to suggest that the survey illustrates the increasing discrepancy between males' and females' wages.

TENURE

Respondents were asked to indicate the number of weeks they had been working at their present job. This, of course, differs from the number of weeks employed since graduation as they may have changed jobs. Graduates had been in their present job on the average for 40 weeks. Approximately 49%

of the graduates had been in their jobs for 44 weeks or less.

Apparently, the majority (58%) of graduates have worked at their present job for 40 weeks or more which suggests there was very little turnover. This may be as a result of the economic recession which might encourage graduates to remain at their present jobs even if they are not completely satisfied with it.

UNEMPLOYMENT

Approximately 12% of the graduates or 25 graduates were unemployed. Graduates were asked to indicate the main reasons for their unemployment. As one might expect the main reason for their unemployment was their inability to find a job. Some graduates cited illness (1), personal and family responsibilities (2) or a lack of work experience (2).

No-one mentioned not being bilingual or an unwillingness to relocate as the reason for their unemployment. Hence, the lack of employment opportunities is the major reason for the graduates unemployment. Only one individual indicated he/she had a job in the near future.

OTHER ACTIVITIES

Only three graduates indicated they were studying full time, with one of the three citing lack of employment opportunities as the reason for studying. Clearly, almost all of the graduates were in the labour force rather than studying or involved in some other activity.

FUTURE PLANS

Community college graduates were asked what their future plans were in the next 12 months.

TABLE 8 FUTURE PLANS OF COMMUNITY COLLEGE GRADUATES

FUTURE PLAN	NUMBER	PERCENTAGE
Stay at present job	127	52.6
Look for a job	55	22.8
Take further education	34	14.1
Leaving province to work	8	3.3
Other	3	
Missing Data	14	1.2
	241	

SOURCE: 1981 Student Follow-up Survey Question 12

Most (53%) of the graduates intended to stay in their present job over the next 12 months. On the other hand (23%) intended to look for a job which could be an indication of being dissatisfied with their present job or being underemployed. Very few (14%) of the graduates were going to take further education or training.

Thus, in summary, the majority intend to remain at their present job.

SUMMARY OF THE LABOUR MARKET OUTCOMES OF COMMUNITY COLLEGE GRADUATES

The majority (88%) of the graduates who are in the labour force are employed. Very few (2%) are studying full time or involved in other activities such as travel (2%). Overall, 12% of those in the labour force were unemployed, however, females were much more likely to be unemployed.

A very small percentage of the graduates are studying full time or involved in other activities such as travel or family and household responsibilities. Hence, the majority of graduates from community college are entering the labour force rather than attending school or being involved in other

activities.

The majority of graduates worked in either the clerical and related or service occupations. Most (67%) said their jobs were directly related to their training, some (17%) said indirectly and the remainder (16%) were in jobs not at all related to their training.

Those who were employed worked in a variety of different industries. On the average, graduates worked 39 hours per week; only 8% worked 32 hours or less. Clearly, most graduates were able to obtain full time employment.

Males earned $3,848 dollars more per year than females which points to a large gap between male and female earnings. The combined annual average was $13,364.

Most (58%) of the graduates have worked at their present job for 40 weeks or more, with an overall average of 40 weeks. For those who are unemployed, the main reason cited was the lack of employment opportunities. Some indicated other reasons such as illness, personal or family responsibilities or a lack of work experience, however, the lack of employment opportunities presented the major problem.

Very few graduates (3) were attending school full time or engaged in other activities such as travel, family and household responsibilities.

The future plans of the graduates varied, some (63%) planned to stay at their job, while others (22%) planned to look for work, a minority (14%) were going to take further education and training.

Overall, the graduates employment outcomes were very good.

GRADUATES OF CANADA EMPLOYMENT AND IMMIGRATION SPONSORED COURSES

The final group to be considered are those persons who graduated from Canada Employment and Immigration sponsored skill courses that were longer than 20 weeks. One would expect that these graduates labour market outcomes would differ from those of university and community college graduates because the courses are shorter in duration and have lower prerequisites. As well, the graduates are not able to go directly from high school into a manpower course, as until quite recently all graduates had to be out of school for a year before they were able to enroll in a course.

The following sections will analyze the results of the survey for the graduates, recognizing that the results will differ sharply from the community college and university.

CHARACTERISTICS OF GRADUATES

SEX: Of those responding to the survey, 62, (63%) were male and 36 (37%) were female.

AGE: The average age of the graduates from the training program was 30 years of age, which clearly illustrates that most were not leaving school and enrolling in the program shortly after. Approximately 52% of the graduates were older than 25, with 14 (13%) being 22 years of age.

LOCATION: Almost all (97%) of the graduates had Prince Edward Island addresses prior to the course,93% were located on Prince Edward Island after the course. Three graduates moved to Alberta and one to Ontario. Thus, most of the graduates tended to remain on Prince Edward Island.

PREVIOUS EDUCATION

The previous education of the graduates ranged from Grade 9 to a university degree. Approximately 31% had not completed Grade 12. Whereas 49% had finished Grade 12. Eight persons indicated they had obtained their GED (General Educational Development) and two had taken Basic Training for Skill Development (BTSD). One respondent indicated they had some university, with two persons reporting they had a Bachelor of Arts.

Some (17%) of the graduates indicated they had taken a course previously, in diverse areas such as, draughtsmen (2), stenographic and typing occupations (5) and product fabricating, assembling and repairing occupations (2).

Thus, the graduates exemplified diverse educational backgrounds which would likely have an impact on each graduates employment outcomes.

APPRENTICESHIP PROGRAM

Approximately 11% of those who had graduated from a skill course had been enrolled in an apprenticeship program. Most (5 of 10) were in the carpentry trade with two in plumbing. All except one had been enrolled in the apprenticeship program on Prince Edward Island. Most (60%) had been in the program for less than a year, however, one person had been in the program three or more years.

PREVIOUS WORK ATTACHMENT

The majority (65%) had worked full time (30 or more hours per week) during the year prior to entering the course. As one might expect, the graduate had worked in a number of different occupations. Below is a list of some of the occupations in which the graduates had worked prior to their course;

Carpenters and Related Occupations (6); Salesmen (2); Nursing Assistants (3); Deck Officers (3); Farm Labourers (3). Once again, it is apparent that some graduates had experience in what are considered high skill occupations while others worked in low skill occupations.

As well, some had a long work attachment as 41% had been in the job for two or more years. The remainder had been in their jobs for less than six months (16%), six months to less than a year (22%) or one year to less than two years (21%).

The variation in the graduates previous education and work attachment is readily apparent.

ACTIVITIES SINCE GRADUATION

Respondents were asked to indicate the amount of time spent in various activities since graduation. Approximately 12% of the graduates reported they had worked full-time for three weeks or more. On the average, graduates had worked 35 weeks since graduation.

Also, 15% of the respondents reported they had worked part-time (29 or fewer hours) for two or more weeks. It is important to note that a graduate could have worked a combination of full and part-time employment. For example, the graduate may have worked four weeks part-time and then located full-time employment. Possibly then, there is double counting as the graduate could have been employed full as well as part-time since graduation.

Data are also available on the length of time unemployed. Approximately 41% of the graduates reported at least one period of employment. The average length of time unemployed was 21 weeks, with 47% reporting periods of unemployment lasting 20 or more weeks.

Clearly some graduates were unable to obtain employment as 10% reported they were unemployed for 38 weeks or more. Given the economic recession, one might expect that graduates might have some difficulty in obtaining employment.

Graduates indicated they spent time in school (9%), discharging household and family responsibilities (5%), as well as being involved in other activities (9%). It is important to reiterate that graduates could have spent time in each of the potential activities so that a graduate may have been counted several times. For example, a person may have been unemployed for eight weeks, then found part-time employment for six weeks and full-time employment for 10 weeks. Thus the percentages are not based on the total number of graduates but rather the number of graduates reporting being involved in a particular activity.

LABOUR MARKET OUTCOMES

The ability of a graduate to obtain employment is one of the criteria that tends to be used in determining the success of a training program. However, several factors must be taken into account. First, with the current economic recession, finding a job is a difficult task. Second, even though an individual may not have obtained a job, the fact they have taken the course allows them to seek the additional employment opportunities. Third, some of the graduates did not have a very high level of education prior to enrolling in the course so one might expect that the difficulty in obtaining work would be compounded.

How did the graduates fare in obtaining employment? Table 9 supplies the answer.

TABLE 9 - LABOUR MARKET OUTCOMES OF THE MANPOWER GRADUATES

CATEGORY	NUMBER	PERCENTAGE	MALE #	MALE %	FEMALE #	FEMALE %
LABOUR FORCE						
EMPLOYED	63	66.3	38	64	25	69
UNEMPLOYED	32	33.6	21	35	11	30
TOTAL	95	99	59	99	36	99
OUT OF THE LABOUR FORCE						
Studying full time	3	3	3	3	0	0

SOURCE: Question 11 - 1981 Student Follow-up Survey

Although the majority (63%) did find employment, females fared better than males in obtaining employment. Very few (3%) were studying full time. The unemployment rate for both males and females was in the 30-35% range however, this is below the overall percentage who did not have a previous work attachment.

Overall then, more graduates were able to obtain work after they had taken a course. This is encouraging when one considers the difficulties that highly skilled and/or educated employees have in finding employment.

EMPLOYMENT OUTCOMES

One of the key elements in the analysis of the labour market outcomes is the occupation of the graduate. Table 10 shows the occupations of these graduates who were employed.

TABLE 10 - OCCUPATIONS OF THE EMPLOYED MANPOWER GRADUATES

OCCUPATION	NUMBER	PERCENTAGE
Managerial Administrative	2	3.1
Natural Sciences	1	1.6
Social Sciences	1	1.6
Teaching and Related	2	3.1
Medicine & Health	5	7.9
Clerical & Related	15	23.8
Sales	1	1.6
Service	9	14.2
Farming	3	4.7
Fishing - Processing	1	1.6
Product Fabricating Assembling	7	11.1
Construction Trades	6	9.5
Transport Equipment Operating	7	11.1
Other Crafts & Equipment	2	3.1
Occupations N.E.C.	1	1.6
TOTAL	63	99.7

SOURCE: Question 11 - 1981 Student Follow-up Survey

The graduates tend not to be concentrated in one particular occupation. Instead the graduates are employed in medicine and health (7.9%), clerical (23.8%), product fabricating and assembling (11.1%), transport equipment operating (11.1%) and construction trades (9.8%). The range of occupations probably reflects the diversity of the courses offered, such as, marine navigation and appliance repair.

The diversity of the occupations suggests that graduates have been able to obtain employment related to their training. When questioned about whether or not they were employed in jobs related to their training, the majority (75%) responded they were in jobs directly related to their training. As well, 5% indicated they were in jobs indirectly related to

their training. Only 21% were in jobs not at all related to their training.

Thus, in most instances the graduates were able to find jobs they felt were related to their courses. For those who were not in a job related to their training, the main reason given was their inability to obtain a job related to their training.

INDUSTRY

Given the range of occupations, one would also expect a number of different industries to be represented. This is of course the case as graduates obtained employment in such industries as hospitals (10%) and barber and beauty shops (8%). As mentioned previously, the courses include very diverse areas, hence, one would expect various industries would be represented.

HOURS OF WORK

Approximately 10% of the graduates worked 29 or fewer hours which suggests that most graduates were working full time. On the average, respondents worked 39 hours per week, with 40 hours being the most popular number of hours worked (44%).

This demonstrates that most graduates were successful in securing full time employment.

LENGTH OF TIME IN THE PRESENT JOB

Trainees were asked to indicate how long they had been in their present jobs. Most (53%) had been in their present jobs for 30 or more weeks, whereas some (19%) had been there 12 weeks or less. On the average, trainees had been in their present jobs for 34 weeks which once again illustrates the successful labour market outcomes of the graduates.

WEEKLY EARNINGS

There was a tremendous range in weekly earnings, as one trainee earned $14.00 per week (presumably working part-time) and another earned $1,050.00. The overall average was $290.00 per week which is slightly above the average weekly wage reported by Statistics Canada based on their monthly survey of employers. If one assumes a 40 hour week, a graduate of the Canada Employment and Immigration sponsored course would be earning more than $7.25 per hour. Although no data are available to compare to their current wage, possibly their wage rates increased as a result of taking the course.

UNEMPLOYMENT

When questioned as to why they were unemployed, the obvious answer was a lack of employment opportunities. Several graduates noted a lack of work experience, illness or disability and not bilingual as other reasons for their inability to obtain a job. Only one individual indicated he/she had a job to start in the near future.

FULL TIME STUDY

Only three graduates indicated they were pursuing a full time course. A lack of employment was not cited as a reason for taking the course. The small number of persons taking further training is not surprising when one considers that the options for further training in the course area are limited.

FUTURE PLANS

What one states as a future plan and what one actually does are usually quite different. Nonetheless, Table 11 presents the Manpower Graduates statement of future plans.

TABLE 11 - FUTURE PLANS OF MANPOWER GRADUATES

CATEGORY	NUMBER	PERCENTAGE
Stay at present job	55	44.7
Look for a job	31	25.2
Take further education	24	19.5
Leaving province to work	6	4.8
Other	4	3.2
TOTAL	123	

SOURCE: Question 12 - 1981 Student Follow-up Survey

**NOTE: Graduates may have cited two different types of future plans.

Obviously, most (45%) intend to remain at their present job while others intend to look for a job (25%) leave the province to work (5%) or take further training or education (20%). The number planning to take further education or training is higher than one might expect.

One potential explanation is that some graduates might be discouraged after looking for work for an extended period of time. As a result, the graduates plan to take further education or training in order to increase the number of employment opportunities for which he/she could apply.

SUMMARY OF THE LABOUR MARKET OUTCOMES OF CANADA EMPLOYMENT AND IMMIGRATION SPONSORED COURSES

Most (63%) of the graduates who responded were males; the average age of graduates was 30. Approximately 6% of the trainees moved outside the province after they completed their course.

The previous education level of trainees was quite diverse from Grade 9 to a university degree. Some (10%) had been enrolled in the apprenticeship program in

either carpentry or plumbing.

The majority (65%) had worked full time (30 or more hours per week) during the year prior to entering the course. Graduates worked in a range of different occupations as one might expect, given the types of training that were taken.

Since graduation, approximately 72% of the graduates reported they had worked full time for three weeks or more, with an overall average of 35 weeks. Some (15%) respondents indicated they had worked part-time (29 or fewer hours). The average length of time unemployed was 21 weeks; about 47% of the graduates reported periods of unemployment lasting 20 or more weeks.

Most (66%) were employed when they received the questionnaire, however, females had a higher employment rate than males. Although the unemployment rate was 30-35%, the rate is still lower than the number who did not have a previous work attachment.

As a result of the different courses, graduates were employed in a wide variety of occupations such as medicine and health, clerical, service and transport equipment operating. The majority (75%) of the trainees were in jobs directly related to their training, 5% in jobs indirectly related.

On the average, graduates worked 39 hours per week, and had been employed for 37 weeks. The overall average wage rate was $290.00 per week, with males earning $362.00 per week and females $186.00. Although, females may have had a higher employment rate, males earned $176.00 more per week or 95% more. This may be a result of the male graduates of several courses earning very high wages.

SUMMARY

This report highlighted the characteristics of the university, community college post secondary and Canada Employment and Immigration Commission sponsored courses, graduates. It is readily apparent that there are wide variations in the characteristics of graduates, as some went directly from high school to their course of study while others maintained a steady work attachment prior to taking training.

In summary, regardless of which level of education, most were able to obtain jobs which is a very positive trend given the current economic recession.

APPENDIX "A"

UPEI

UNIVERSITY OF PRINCE EDWARD ISLAND

CHARLOTTETOWN

PRINCE EDWARD ISLAND

PRESIDENT'S OFFICE

August 4, 1982

Dear Graduate:

Early in July, the P. E. I. Department of Labour circulated a questionnaire to all 1981 graduates of the University of Prince Edward Island. To date, the Department has not received your completed questionnaire.

I am writing to encourage you to take the time to complete the attached questionnaire and return it to the Department of Labour. U.P.E.I. has worked with the Department on this study and the results will be made available to us.

The survey is designed to measure correlation between the level of success attained by graduates in obtaining employment and the degree or diploma they received. On the basis of the survey results, a report will be prepared and distributed to employment and guidance counsellors as well as all secondary schools. This report will be of tremendous assistance to any person attempting to determine which education programs offer the greatest potential for future employment.

All information which you provide will be kept in strict confidence by the Department of Labour, and your name and address are used only for checking that the questionnaire has been returned.

We are asking that you complete the questionnaire and return it in the enclosed envelope as soon as possible, and no later than August 20, 1982.

If you should have any questions, please contact David Cox at 892-3416.

In closing, I would like to once again urge you to complete and return the questionnaire. Your co-operation and assistance will be very much appreciated.

Yours sincerely,

Peter Meincke
President

P.S. If you have only recently returned your completed questionnaire, it may not have been received at the time this letter was mailed. In that case, thank you for your co-operation and please disregard this letter.

Also, if the graduate is no longer at this address, please redirect to current mailing address.

MARITIME PROVINCES GRADUATE FOLLOWUP – UNIVERSITY

All responses will be kept strictly confidential. At no time will your name be revealed.

OFFICE CODING ONLY

ID	☐☐☐☐	001
LOCP	☐☐	002
LOCA	☐☐	003
TYPE	☐	004

Please correct the name and address if necessary in the space below:

_____

_____

_____

STUDENT INFORMATION (Please check the appropriate box or fill in the blank)

1. Sex ☐ 1 Male ☐ 2 Female 005

2. Year of Birth 19____ 006

PROGRAM INFORMATION (Questions 3 and 4 apply to the degree you received in May of 1981)

3. What was your major(s) ? _____ MAJ1 ☐☐ 100

4. What was your degree ? _____ MAJ2 ☐☐ 101

DEG. ☐☐☐ 102

5. Did you attend University ?

☐ 1 Part - time (3 or fewer courses per semester)

☐ 2 Full - time (4 or more courses per semester)

103

6. Did you work with an employer while attending university ? (Excluding summer employment)

☐ 1 Full - time (30 or more hours per week)

☐ 2 Part - time (29 or fewer hours per week)

☐ 3 Did not work

104

PREVIOUS EDUCATION

7a. Did you have a degree prior to May 1981 ?

☐ 1 Yes ☐ 2 No 105

GO TO QUESTION 8a

7b. If yes, what was your major ? _____ M1 ☐☐ 015

7c. If yes, what was the degree ? _____ D1 ☐☐☐ 016

PREVIOUS EMPLOYMENT

8a. Did you work full - time (30 or more hours per week) before you went to university ?

☐ 1 Yes ☐ 2 No 024

GO TO QUESTION 9

8b. If yes, what was your occupation ? (Please use at least two words to describe the work of longest duration. For example, "restaurant manager," instead of "manager".)

_____ POCC ☐☐☐☐ 025

8c. How long did you work at this job ?

☐ 1 less than half a year

☐ 2 half a year to less than one year

☐ 3 one year to less than two years

☐ 4 two years or more

026

ACTIVITIES SINCE GRADUATION

9. In the past months since graduation, how has your time been divided ?

Working (30 or more hours/week)	☐☐ +	Weeks 027
Working (29 or fewer hours/week)	☐☐ +	Weeks 028
Unemployed	☐☐ +	Weeks 029
In school or taking other full - time training	☐☐ +	Weeks 030
Carrying out family and household responsibilities full - time	☐☐ +	Weeks 031
Other (Please specify)	☐☐ +	Weeks 032
_____ TOTAL	= ☐☐	Weeks 033

PRESENT ACTIVITY

10. In the following section, please check the box which indicates the activities you are presently engaged in (i.e. – employed, unemployed, in school) and proceed to the appropriate section.

☐ 1 EMPLOYED GO TO SECTION 1

☐ 2 UNEMPLOYED GO TO SECTION 2

☐ 3 FULL - TIME STUDY GO TO SECTION 3

☐ 4 OTHER GO TO SECTION 4

034

SECTION 1: EMPLOYED

a) Occupation _____ OCCUP ☐☐☐☐ 035

b) Duties _____

_____

c) Employer _____ ID ☐☐☐☐☐☐ 036

d) Type of Industry _____

_____ SIC ☐☐☐ 037

e) Town and Province _____ LOC ☐☐☐☐☐☐☐ 038

f) Average number of hours per week _____ hours HRS ☐☐ 039

g) Average yearly earnings before deductions (include per year overtime pay if applicable) $ _____ per year. ANNUAL ☐☐☐☐☐ 106

h) Length of time in present job _____ weeks

041

i) Is this job related to your education ?

☐ 1 DIRECTLY (GO TO QUESTION 11)

☐ 2 INDIRECTLY (GO TO QUESTION 11)

☐ 3 UNSURE (GO TO QUESTION 11)

☐ 4 NOT AT ALL

042

10. (Con't) . . .

j) If your job is unrelated to your education, what is the **main** reason ?

REAS 1 ☐ 043

REAS 2 ☐ 044

☐ 1 I did not look for a job related to my education

☐ 2 I looked for but could not find a job related to my education

☐ 3 I could earn more money at other work

☐ 4 I had a job using my education and it did not work out.

☐ 5 Other, please specify

_____

_____

GO TO QUESTION 11

SECTION 2: UNEMPLOYED

a) What do you think is the **main** reason you are unemployed right now ?

REAS 1 ☐ 045

REAS 2 ☐ 046

☐ 1 Own illness or disability

☐ 2 Personal or family responsibilities

☐ 3 Unwilling to relocate

☐ 4 Lack of work experience

☐ 5 Cannot find a job related to my education

☐ 6 Have looked but could not find any job

☐ 8 Other, please specify

_____

_____

b) Do you have a job to start at a definite date in the near future ?

☐ 1 Yes ☐ 2 No 047

GO TO QUESTION 11

SECTION 3: FULL - TIME STUDY

Program of study _____

COURSE ☐☐☐☐ 048

Institution _____

Are you attending school because you could not obtain employment ?

☐ 1 Yes ☐ 2 No 049

SECTION 4: OTHER

... ☐ 4 Please specify _____ | OTHER ☐ | 050

FUTURE PLANS

11. What do you intend to do in the next 12 months ?

☐ 1	Remain at present job	☐ 4	Neither work nor look for work	FP 1 ☐	051
☐ 2	Look for a job	☐ 5	Other, please specify	FP 2 ☐	052
☐ 3	Take further education/ training		_____ _____		
			053		

If you have any additional comments, please include them here:

_____

_____

_____

_____

_____

_____

THANKS FOR YOUR COOPERATION AND ASSISTANCE

APPENDIX "C"

holland college

Charlottetown Centre
Belvedere Street
Charlottetown, P.E.I.
C1A 7Z1
(902) 892-4191

1982 08 04

Dear Graduate:

Early in July, the P.E.I. Department of Labour circulated a questionnaire to all 1981 graduates of Holland College. To date, the Department has not received your completed questionnaire.

I am writing to encourage you to take the time to complete the attached questionnaire and return it to the Department of Labour. Holland College has worked with the Department on this study and the results will be made available to us.

The Survey is designed to measure correlation between the level of success attained by graduates in obtaining employment and the degree or diploma they received. On the basis of the survey results, a report will be prepared and distributed to employment and guidance counsellors, as well as all secondary schools. This report will be of tremendous assistance to any person attempting to determine which education and training programs offer the greatest potential for future employment.

All information which you provide will be kept in strict confidence by the Department of Labour and your name and address are used only for checking that the questionnaire has been returned.

We are asking that you complete the questionnarie and return it in the enclosed envelope as soon as possible and no later than August 20, 1982.

If you should have any questions, please contact David Cox at 892-3416.

In closing, I would like to once again, urge you to complete and return the questionnaire. Your co-operation and assistance will be very much appreciated.

Yours truly,

Archie MacFadyen

Archie MacFadyen
Chairman of Student Services

P.S. If you have only recently returned your completed questionnaire, it may not have been received at the time this letter was mailed. In that case, thank you for your co-operation and please disregard this letter. Also, if the graduate is no longer at this address, please redirect to his/her current mailing address.

db

MARITIME PROVINCES GRADUATE FOLLOWUP

All responses will be kept strictly confidential. At no time will your name be revealed.

OFFICE CODING ONLY

ID ☐☐☐☐ 001

LOCP ☐☐ 002

LOCA ☐☐ 003

TYPE ☐ 004

Please correct the name and address if necessary in the space below:

_____

_____

_____

STUDENT INFORMATION (Please check the appropriate box or fill in the blank)

1. Sex ☐ 1 Male ☐ 2 Female 005

2. Year of Birth 19 _____ 006
YEAR

COURSE INFORMATION (Questions 3 - 6 pertain to the course completed in early 1981. This course would be longer than 20 weeks.)

CCDO ☐☐☐☐ 007

3a. Which course/program did you take ? _____ COURSE 1 ☐☐☐☐ 008

3b. When did you enter the course ? Month _____ Year _____ START ☐☐☐☐ 009

3c. When did you complete the course ? Month _____ Year _____ FINISH ☐☐☐☐ 010

4. Which institution did you attend ? _____ INSTIT ☐☐ 011

5. At which location did you take your training ? _____ CAMPUS ☐☐ 012

_____

6. Were you a Canada Employment and Immigration Commission (Manpower) student (that is were you placed on the course by your local Canada Employment Centre) ?

☐ 1 Yes ☐ 2 No

013

PERSONAL BACKGROUND

Questions 7 - 11 (Inclusive) refer to activities before you enrolled in the course/program identified in Question 3.

PREVIOUS EDUCATION

7. What was your highest grade or level of education that you **completed** before enrolling in the course mentioned previously ?

PREV ☐☐ 014

Elementary/Secondary School System

☐ 1 Grade 8 or less
☐ 2 Grade 9
☐ 3 Grade 10
☐ 4 Grade 11
☐ 5 Grade 12

Post - Secondary

☐ 6 Some University Major: _____ PMAJ ☐☐ 015

☐ 7 University Degree: Major: _____ PDEG ☐☐☐ 016

Degree: _____ OTHER ☐ 017

☐ 8 Other post - secondary

Course _____ COURSE ☐☐☐☐ 018

Did you successfully complete the program ? CERT ☐ 019

☐ 1 Yes ☐ 2 No

Other

☐ 9 Other, please specify _____

PREVIOUS APPRENTICESHIP TRAINING

8a. Were you registered in an apprenticeship program prior to entering the course identified in Question 3 ?

☐ 1 Yes ☐ 2 No 020

GO TO QUESTION 9

8b. If yes, in what trade ? _____ TRADE ☐☐☐☐ 021

8c. If you were registered in Canada, please indicate the Province.

_____ PROV ☐☐ 022

8d. How long were you registered in the apprenticeship program ?

☐ 1 less than half a year
☐ 2 half year to less than one year
☐ 3 one year to less than two years
☐ 4 two years to less than three years
☐ 5 three years or more

023

PREVIOUS EMPLOYMENT

9a. Did you work full - time (30 or more hours per week) during the year prior to entering the course identified in question 3 ?

☐ 1 Yes ☐ 2 No

GO TO QUESTION 10

024

9b. If yes, what was your occupation ? (Please use at least two words to describe your job; for example, "restaurant manager" instead of "manager").

POCC ☐☐☐☐ 025

9c. How long did you work at that job ?

☐ 1 less than half a year ☐ 4 two years or more

☐ 2 half a year to less than one year

☐ 3 one year to less than two years

026

ACTIVITIES SINCE GRADUATION

10. Since graduation, how has your time been divided, specify in weeks. The total indicated should be equal to the number of weeks from date of graduation to May 30, 1982.

Working (30 or more hours/week)	☐☐	Weeks 027
+		
Working (29 or fewer hours/week)	☐☐	Weeks 028
+		
Unemployed	☐☐	Weeks 029
+		
In school or taking other full - time training	☐☐	Weeks 030
+		
Carrying out family and household responsibilities responsibilities full - time	☐☐	Weeks 031
+		
Other (Please specify)	☐☐	Weeks 032
+		
TOTAL =	☐☐	Weeks 033

PRESENT ACTIVITY

11. Please check the box which indicates the activity you are presently engaged in (i.e. – employed, unemployed, in school) and proceed to the appropriate section.

☐ 1 EMPLOYED GO TO SECTION 1

☐ 2 UNEMPLOYED GO TO SECTION 2

☐ 3 FULL TIME STUDY GO TO SECTION 3

☐ 4 OTHER GO TO SECTION 4

034

SECTION 1: EMPLOYED

a) Occupation _____

b) Duties _____

_____

c) Employer _____

d) Type of Industry _____

_____

e) Town and Province _____

_____

f) Average number of hours worked per week _____ hrs.

g) Average weekly earnings before deductions (include average overtime pay if applicable)

$ _____ per week.

h) Length of time in present job _____ weeks

041

i) Is this job related to the training you identified in question 3 ?

☐ 1 DIRECTLY (GO TO QUESTION 12)

☐ 2 INDIRECTLY (GO TO QUESTION 12)

☐ 3 UNSURE (GO TO QUESTION 12)

☐ 4 Not at all

042

j) If your job is not related to your training, what is the **main** reason ?

☐ 1 I did not look for training related job

☐ 2 I looked but could not find training related job.

☐ 3 I could earn more money at other work

GO TO QUESTION 12

☐ 4 I had a job using my training and it did not work out.

☐ 5 Other, please specify

_____

_____

_____

_____

OCCUP ☐☐☐☐ 035

ID ☐☐☐☐☐☐ 036

SIC ☐☐☐ 037

LOC ☐☐☐☐☐☐☐ 038

HRS ☐☐ 039

EARNINGS ☐☐☐☐ 040

REAS1 ☐ 043

REAS2 ☐ 044

11. (Con't) . . .

SECTION 2: UNEMPLOYED

a. What do you think is the **main** reason you are unemployed right now ?

- ☐ 1 Own illness or disability
- ☐ 2 Personal or family responsibilities
- ☐ 3 Unwilling to relocate
- ☐ 4 Lack of work experience
- ☐ 5 Cannot find a job related to my training
- ☐ 6 Have looked but could not find a job
- ☐ 7 Not bilingual
- ☐ 8 Other, please specify

_____

_____

REASON 1 ☐ 045

REASON 2 ☐ 046

b. Do you have a job to start at a definite date in the future ?

☐ 1 Yes ☐ 2 No

GO TO QUESTION 12 047

SECTION 3: FULL - TIME STUDY

Name of Course _____

Duration of course _____ months

Are you attending school because you could not obtain employment ?

☐ 1 Yes ☐ 2 No

GO TO QUESTION 12 049

COURSE ☐☐☐☐ 048

SECTION 4: OTHER

☐ 4 Please specify _____

_____

OTHER ☐ 050

FUTURE PLANS

12. What do you intend to do in the next 12 months ?

- ☐ 1 Remain at present job
- ☐ 2 Look for a job
- ☐ 3 Take further education/training
- ☐ 4 Neither work nor look for work
- ☐ 5 Other, please specify

_____

_____

FP1 ☐ 051

FP2 ☐ 052

If you have any additional comments, please include them here.

THANKS FOR YOUR COOPERATION AND ASSISTANCE.